Alberta Employment and Immigration

April 2009

Bargaining Update

Summary of Key Alberta Labour Activity

Bargaining Update provides a summary of key labour settlements and disputes, economic trends and other factors or events relevant to the Alberta labour scene.

Bargaining Update

New

The Average Weekly Earnings for Alberta (AWEA) data has now been updated to reflect new methodologies introduced by Statistics Canada. These changes affect all datasets from 2001 to the present. For the revised AWEA information please see the attached table.

Introduction

Bargaining Update provides information about the unionized workforce, primarily in Alberta. There are approximately 1,987,200[1] Albertans employed, of which about 347,700 are self-employed. The unemployment rate nationally increased 0.3% to 8.0% representing a loss of 61,000 jobs. Unemployment in Alberta increased between February and March, moving 0.4% to 5.8%. There are approximately 410,600 Albertans covered by union agreements. Alberta's union membership rate is 25.1% while nationwide the union membership rate is 31.8%[2].

[1]Seasonally adjusted

[2]Statistics Canada Labour Force Survey (LFS)

Highlights

The strike/lockout including AUPE members with Age Care Valleyview (Medicine Hat), which began on March 13, 2009, ended on April 14, 2009 with the parties reaching a new agreement. The strike/lockout involving UFCW, Local 401 members with Old Dutch Foods Ltd. (Calgary), which began on March 29, 2009, continues.

Quarterly Public and Private Sector Settlement Trends in Alberta

Number of Employees Covered by Ratified Collective Bargaining Agreements													
Year	2007					2008					2009		
Quarter	1	2	3	4	Total	1	2	3	4	Total	1	2 *	Total
Public	1,571	4,122	49,509	3,672	**58,874**	2,390	5,018	28,560	20,324	**56,292**	914	29	**943**
Private	4,127	6,601	12,638	16,957	**40,323**	18,514	9,560	4,244	8,475	**40,793**	1,345	0	**1,345**
All	5,698	10,723	62,147	20,629	**99,197**	20,904	14,578	32,804	28,799	**97,085**	2,259	29	**2,288**
Average Annual Wage Change %													
Year	2007					2008					2009		
Quarter	1	2	3	4	Total	1	2	3	4	Total	1	2 *	Total
Public	5.1	4.7	4.9	3.8	**4.8**	4.7	4.9	4.3	5.0	**4.6**	2.7	4.0	**2.7**
Private	4.1	6.0	5.9	6.2	**5.9**	3.8	5.2	4.6	4.7	**4.4**	1.2	0.0	**1.2**
All	4.4	5.5	5.1	5.8	**5.2**	3.9	5.1	4.3	4.9	**4.5**	1.8	4.0	**1.8**

*Public sector settlements do not reflect Alberta Teachers' Association (ATA) settlements due to pending settlement information for 2009-2012. Current settlements for teachers include a 3.0% increase for 2007 and 4.53% for 2008.

Note:
Employee counts may change over the term of the Collective Bargaining Agreement (CBA). The number of employees covered by an agreement is based on the number of employees reported when a CBA is filed. Settlement data reflects the percent change in wages over the term of the agreement.

Wage change percentages are weighted. Details of the calculation methodology can be obtained from the Mediation Service Branch of Alberta Employment and Immigration by calling (780) 427-8301.

Wage Settlements In Alberta By Industry – 2007 to 2009 (APRIL)

Time period of Settlement by Industry	Number of Agreements	Number of Employees	Weighted Avg. Duration (months)	Percentage Change Weighted Average Annual	Percentage Change Total Over Duration
Accommodation And Food Services					
2009	0	0	0.0	0.0	0.0
2008	6	632	36.7	4.3	15.6
2007	6	959	51.4	2.7	12.4
Administrative And Support, Waste Management And Remediation Services					
2009	1	214	36.0	2.6	8.1
2008	2	145	30.6	3.9	11.2
2007	6	415	39.8	5.3	19.1
Agriculture, Forestry, Fishing And Hunting					
2009	0	0	0.0	0.0	0.0
2008	0	0	0.0	0.0	0.0
2007	0	0	0.0	0.0	0.0
Arts, Entertainment And Recreation					
2009	1	1	12.0	0.0	0.0
2008	2	2	12.0	0.0	0.0
2007	9	780	33.0	5.9	16.5
Construction					
2009	2	760	32.0	0.0	0.0
2008	17	8,931	42.8	5.7	22.0
2007	39	27,461	45.1	6.1	25.0
Educational Services*					
2009	2	146	32.0	3.0	8.6
2008	78	37,765	51.6	2.3	9.1
2007	35	16,916	39.8	2.4	6.7
Finance And Insurance					
2009	0	0	0.0	0.0	0.0
2008	2	9	36.0	5.7	18.0
2007	1	1,890	24.0	7.3	15.1
Health Care And Social Assistance					
2009	1	20	27.0	3.5	8.0
2008	44	55,591	38.7	4.6	15.5
2007	51	29,974	34.4	4.7	14.4
Information And Cultural Industries					
2009	1	12	36.0	8.1	26.4
2008	1	55	24.0	7.3	15.1
2007	7	271	33.2	4.0	11.2

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Time period of Settlement by Industry	Number of Agreements	Number of Employees	Weighted Avg. Duration (months)	Percentage Change Weighted Average Annual	Total Over Duration
Management of Companies And Enterprises					
2009	0	0	0.0	0.0	0.0
2008	0	0	0.0	0.0	0.0
2007	0	0	0.0	0.0	0.0
Manufacturing					
2009	0	0	0.0	0.0	0.0
2008	22	2,041	34.6	6.5	18.5
2007	49	4,139	34.1	4.8	14.2
Mining And Oil And Gas Extraction					
2009	1	358	60.0	2.8	14.7
2008	1	50	32.0	3.1	8.5
2007	3	2,477	32.3	7.1	20.4
Other Services (except Public Administration)					
2009	0	0	0.0	0.0	0.0
2008	9	291	25.5	4.7	10.5
2007	5	192	28.0	6.5	14.5
Professional, Scientific And Technical Services					
2009	0	0	0.0	0.0	0.0
2008	1	75	36.0	1.3	4.0
2007	1	4	33.0	0.0	0.0
Public Administration					
2009	12	847	27.7	2.7	6.8
2008	24	4,158	34.1	4.5	13.2
2007	30	23,204	35.4	4.7	14.6
Real Estate And Rental And Leasing					
2009	0	0	0.0	0.0	0.0
2008	2	40	29.7	7.6	20.3
2007	1	73	24.0	10.1	21.3
Retail Trade					
2009	0	0	0.0	0.0	0.0
2008	10	15,411	43.0	3.1	12.8
2007	2	104	36.0	3.7	11.4
Transportation And Warehousing					
2009	4	12	36.0	5.0	16.6
2008	14	990	36.9	7.2	23.4
2007	16	3,217	35.9	4.5	14.1

Note:
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Time period of Settlement by Industry	Number of Agreements	Number of Employees	Weighted Avg. Duration (months)	Percentage Change Weighted Average Annual	Total Over Duration
Utilities					
2009	1	64	24.0	2.0	4.0
2008	7	3,171	24.2	3.4	7.0
2007	12	3,175	30.4	5.8	15.5
Wholesale Trade					
2009	0	0	0.0	0.0	0.0
2008	4	963	46.5	5.0	26.2
2007	2	72	24.0	5.7	11.7

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Alberta Settlements

(Note: Settlements presented in this section are selected from those with 100 or more employees.)

Employer	Union	No. of Employees	Duration (months)	Expiry Date	Terms
Healthcare and Social Assistance					
Carewest (Calgary)	HSAA	135	36	June 30, 2011	1st year 5.0% 2nd year 5.0% 3rd year 4.5% or AWEA

Major Negotiations Underway

Employer	Union	No. of Employees	Expiry Date	Details
Public Sector				
Parkland Community Living	AUPE	460	First Agreement	Negotiations continue.
Dynalife Labs – Edmonton/ Fort McMurray	HSAA	827	First Agreement	Negotiations continue.
Grace Manor (Edmonton)	AUPE	200	30-Sep-2008	Negotiations continue.
University of Alberta	NASA	4,300	31-Mar-09	Negotiations continue.
MacEwan College	Support Staff Association	620	30-Jun-08	Negotiations continue.
Norquest College	Faculty Association	325	30-Jun-09	Negotiations continue.
Athabasca University	Faculty Association	200	30-Jun-09	Negotiations continue.
Keyano College	Faculty Association	130	30-Jun-09	Negotiations continue.
Fort McMurray Separate School Division	Support Staff Association	160	31-Aug-08	Negotiations continue.
Regional Municipal District of Wood Buffalo	Firefighters, Local 2494	137	31-Dec-07	In Arbitration.
City of Calgary	Police Association	1,440	09-Jan-09	Negotiations continue.
City of Calgary (inside workers)	CUPE, Local 38	2,800	04-Jan-09	Negotiations continue.
City of Calgary (outside workers)	CUPE, Local 37	2,040	04-Jan-09	Negotiations continue.
City of Edmonton	Police Association	1,450	24-Dec-08	Negotiations continue.
City of Edmonton (inside workers)	CSU 52	3,287	20-Dec-08	Negotiations continue.
City of Edmonton (outside workers)	CUPE, Local 30	1,719	20-Dec-08	Negotiations continue.
City of Edmonton	ATU, Local 569	1,500	24-Dec-08	Negotiations continue.
City of Lethbridge	CUPE, Local 70	627	31-Dec-08	Negotiations continue.
City of Medicine Hat	CUPE, Local 46	600	31-Dec-08	Negotiations continue.
Private Sector				
Old Dutch Foods Ltd. (Calgary)	UFCW, Local 401	181	16-May-08	Strike/Lockout.
Hinton Wood Products	CEP, Local 855	636	31-May-08	Negotiations continue.
Canada Safeway – Lucerne Foods Meat Plant (Calgary)	UFCW, Local 373A,/401	500	31-Aug-08	Negotiations continue.
Compass Canada (Suncor Firebag)	UNITE-HERE, Local 47.	116	First Agreement	Negotiations continue.

Recent Settlements in Other Jurisdictions

Employer	Union	No. of Employees	Duration	Expiry Date
Public Sector				
British Columbia				
City of Abbotsford (Police Board)	Police Association, Local 7	204	39	31-Mar-10
Terms: 1st year 3.5%, 2nd year 4.0%, 3rd year 4.0%, 4th year 0.875%. Source: Business Council of British Columbia, "Industrial Relations Bulletin", March 19, 2009.				
District of North Vancouver	Firefighters, Local 1183	130	36	31-Dec-09
Terms: 1st year 3.5%, 2nd year 5.0%, 3rd year 5.0%. Source: Business Council of British Columbia, "Industrial Relations Bulletin", March 19, 2009.				
Manitoba				
Regional Health Authorities of Manitoba	CUPE	10,250	48	31-Mar-12
Terms: 1st year 2.9%, 2nd year 2.9%, 3rd year 2.9%, 4th year 2.9%. Source: Human Resources and Skills Development Canada, "Workplace Bulletin", March 31, 2009.				
Ontario				
Ottawa Police Services Board	Police Association (Civilians)	560	36	31-Dec-10
Terms: 1st year 3.2%, 2nd year 3.2%, 3rd year 3.2%. Source: Ontario Ministry of Labour, "Collective Bargaining Highlights", September 2008.				
Lakehead University (Thunder Bay)	Faculty Association	375	36	30-Jun-11
Terms: 1st year 3.3%, 2nd year 3.3%, 3rd year 3.3%. Source: Ontario Ministry of Labour, "Collective Bargaining Highlights", September 2008.				
Private Sector				
British Columbia				
Tembec Inc. (Skoomchuk Pulp Operations)	Pulp, Paper and Woodworkers of Canada, Local 15	200	48	30-Apr-12
Terms: 1st year 2.0%, 2nd year 2.5%, 3rd 2.5%, 4th year 3.0%. Source: Business Council of British Columbia, "Industrial Relations Bulletin", March 19, 2009.				
Vancouver Shipyards Co. Ltd.	Panamax Drydock Council	250	60	28-Feb-13
Terms: 1st year 4.25%, 2nd year 4.25%, 3rd year 4.25%, 4th year 4.25%, 5th year 4.25%. Source: Business Council of British Columbia, "Industrial Relations Bulletin", March 19, 2009.				
Manitoba				
Hudson Bay Mining and Smelting Co. (Flin Flon and Snow Lake)	Steelworkers, Local 7106, and 9338; Machinists, Local 1848; IBEW, Local 1405; Association of Flin Flon Trade Unions	1,320	36	31-Dec-11
Terms: 1st year 2.5%, 2nd year 2.5%, 3rd year 2.5%. Source: Human Resources and Skills Development Canada, "Workplace Bulletin", March 31, 2009.				
Ontario				
General Dynamics Canada	Independent Defense Contractors	388	24	30-Sep-10
Terms: 1st year 3.6%, 2nd year 3.4%. Source: Ontario Ministry of Labour, "Collective Bargaining Highlights", September 2008.				
Greyhound Canada (Eastern Division)	ATU	400	24	30-Jun-10
Terms: 1st year 3.5%, 2nd year 4.1%. Source: Ontario Ministry of Labour, "Collective Bargaining Highlights", September 2008.				

Recent Labour Relations Developments in Other Jurisdictions

British Columbia

B.C. hospital and long-term care employees in contracted-out positions have voted in favour of strike action. They are employees of Sodexho, Aramark, and Compass, and are represented by the Hospital Employees Union (HEU). The collective agreements expired in September 2008, and contract talks have broken down in most cases. About 3,500 employees are affected, primarily in housekeeping and food services positions, in the Lower Mainland, Sunshine Coast, and Vancouver Island. HEU is currently negotiating essential service levels with the Labour Relations Board, in the event of strikes.

Source: Canadian Press, "B.C. hospital workers in contracted-out job vote for strike action", April 10, 2009.

Former salaried employees of the Harmac (pulp and paper) mill in Nanaimo are waiting upon a decision by the B.C. Superintendant of Insurance to see how much, if any pension, money will be available for them. When the mill's former owner, Pope and Talbot, announced bankruptcy in the Fall of 2007, the pension plan was underfunded by almost 20 per cent. Furthermore, the company did not make its pension contributions from January 1 to May 9, 2008. This has left B.C.'s Financial Institutions Commissions to make a difficult decision – either all those on the pension plan will lose 20 per cent of their pension, or retirees will receive a full pension while those currently under 55 years of age will receive nothing. The mill is now known as Harmac Pacific, and is owned by Nanaimo Forest Products, a company created by mill employees and other investors. The workers continue to be, represented by the Pulp, Paper and Woodworkers, Local 8. The current pension plan between Harmac Pacific and Local 8 is solvent and relatively healthy, despite the recent stock market losses. The Pulp, Paper and Woodworkers have a joint venture agreement with the Communications, Energy and Paperworkers of Canada, who have one of the largest pension plans in Canada.

Source: Nanaimo News Bulletin, Toby Gorman, "Millworkers await word on pension fund future", April 13, 2009.

Saskatchewan

Wal-Mart Canada is disputing a Labour Relations Board (LRB) decision on December 4, 2008 that required the company to begin collective bargaining with the United Food and Commercial Workers (UFCW), representing employees at a store in Weyburn. The ruling had made the Weyburn store the first unionized Wal-Mart store in western Canada. Wal-Mart lawyers recently argued in court that the LRB's former chair, James Seikel, did not have the authority to make the decision, as he had been replaced by the provincial government ten months earlier. However, the UFCW's lawyer said it is not usual for LRB chairs to finish up cases after their term expires. When the UFCW applied to have the Weyburn store certified in April 2004, Saskatchewan law allowed automatic certification when at least 50 per cent of workers in the bargaining unit sign union cards. In 2008, the Saskatchewan government ended automatic certification, making a certification vote mandatory. Wal-Mart has also argued that the LRB should have followed the new law in making its decision in December 2008, and sent the matter of certification back to the Weyburn employees for a vote. A judge will decide on the case soon.

Source: cbc.ca, "Wal-Mart, union continue fight over Weyburn, Sask., store", April 14, 2009.

Quebec

A Quebec government arbitrator has awarded workers at a Wal-Mart store in St. Hyacinthe a first collective agreement. The employees are represented by the UFCW. In a statement announcing the decision, UFCW said the agreement gives the employees a legally binding grievance process, a wage structure "free from favourtism", and seniority rights. A spokesperson for Wal-Mart Canada said a wage increase provided in the contract of 30 cents an hour is intended only to offset the cost of union dues.

Source: nytimes.com, "Labor pact at a Quebec Wal-Mart", April 10, 2009.

Newfoundland and Labrador

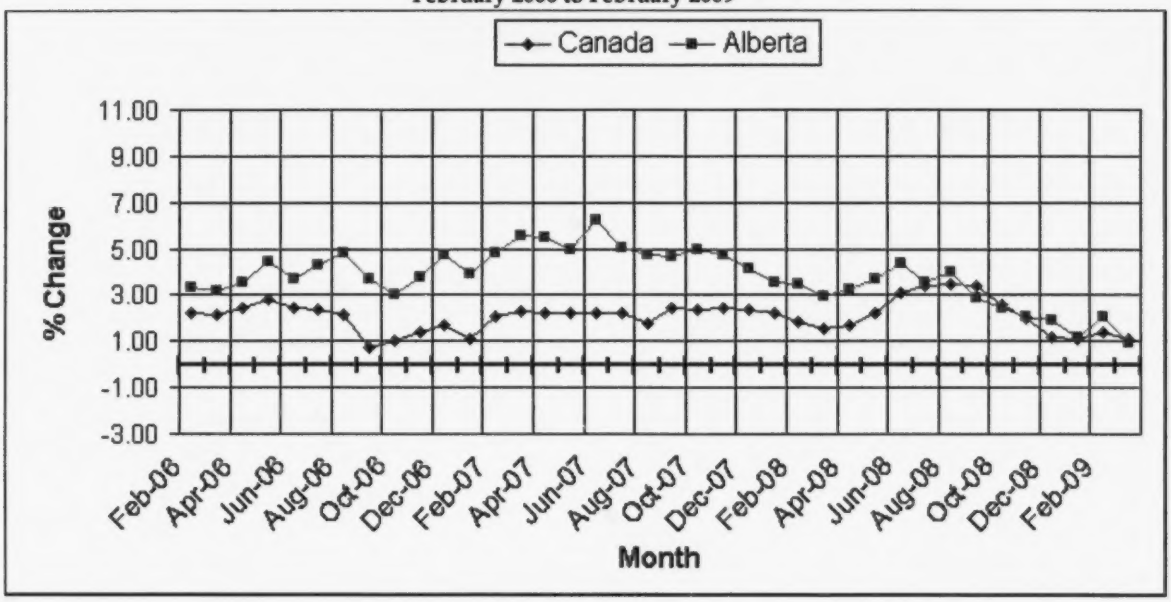
There is a possibility of a strike next month by registered nurses, represented by the Newfoundland and Labrador Nurses' Union. The provincial government has made an offer, which they term a "final offer", which the union has recommended their members reject. The union's main concerns with the offer involve a "market adjustment measurement" that would allow, in some cases, for new nurses to be paid more than those already working, and a change to loss of earning benefits that would allow the province to terminate nurses who become permanently disabled on the job, after two years of receiving earnings loss benefits. Provincial Finance Minister Jerome Kennedy has defended the market adjustment measure as necessary to address the issue of "hard-to-fill" nursing jobs. The province's 5,000 nurses will be voting on the offer until early May 2008.

Source: cbc.ca, "Health authorities bracing for possible strike by N.L. nurses", April 15, 2009.

Consumer Price Index (CPI), Canada versus Alberta

Year over Year % Change (Monthly in CPI: Canada & Alberta (2002=100)

February 2006 to February 2009



Consumer Price Index (2002=100): Canada, Alberta, Edmonton & Calgary, 2006 to 2009

	Canada		Alberta		Edmonton		Calgary	
Year	CPI (2002=100)	Yr. Over Yr. % Change (Annual)	CPI (2002=100)	Yr. Over Yr. % Change (Annual)	CPI (2002=100)	Yr. Over Yr. % Change (Annual)	CPI (2002=100)	Yr. Over Yr. % Change (Annual)
2006	109.12	2.00	112.34	3.88	112.01	3.12	111.92	4.56
2007	111.45	2.14	117.88	4.93	117.43	4.84	117.97	5.40
2008	114.11	2.39	121.63	3.18	121.39	3.37	121.79	3.24
Month (2007/2008)	CPI (2002=100)	Yr. Over Yr. % Change (Monthly)	CPI (2002=100)	Yr. Over Yr. % Change (Monthly)	CPI (2002=100)	Yr. Over Yr. % Change (Monthly)	CPI (2002=100)	Yr. Over Yr. % Change (Monthly)
Mar-08	112.8	1.53	119.8	2.92	119.5	3.28	120.0	2.83
Apr-08	113.5	1.70	121.3	3.23	121.2	3.59	121.2	3.06
May-08	114.6	2.23	122.2	3.74	121.9	4.10	122.3	4.00
Jun-08	115.4	3.13	124.0	4.38	123.7	4.30	123.9	4.47
Jul-08	115.8	3.39	123.3	3.53	123.6	4.04	123.0	3.27
Aug-08	115.6	3.49	124.1	4.02	123.6	3.78	124.4	4.27
Sep-08	115.7	3.40	122.8	2.85	122.3	2.69	123.1	3.19
Oct-08	114.5	2.60	121.5	2.45	121.3	2.54	121.8	2.61
Nov-08	114.1	1.97	121.6	2.10	121.4	2.19	122.0	2.43
Dec-08	113.3	1.16	121.2	1.93	121.0	2.02	121.8	2.35
Jan-09	113.0	1.07	120.2	1.18	120.2	1.43	120.7	1.51
Feb-09	113.8	1.43	121.5	2.10	121.5	2.36	121.9	2.35
Mar-09	114.0	1.06	120.9	0.92	120.9	1.17	121.3	1.08

Year over Year % Change (Annual) - (Ave. of current year CPI - Ave. of previous year CPI) / Ave. of previous year CPI x 100

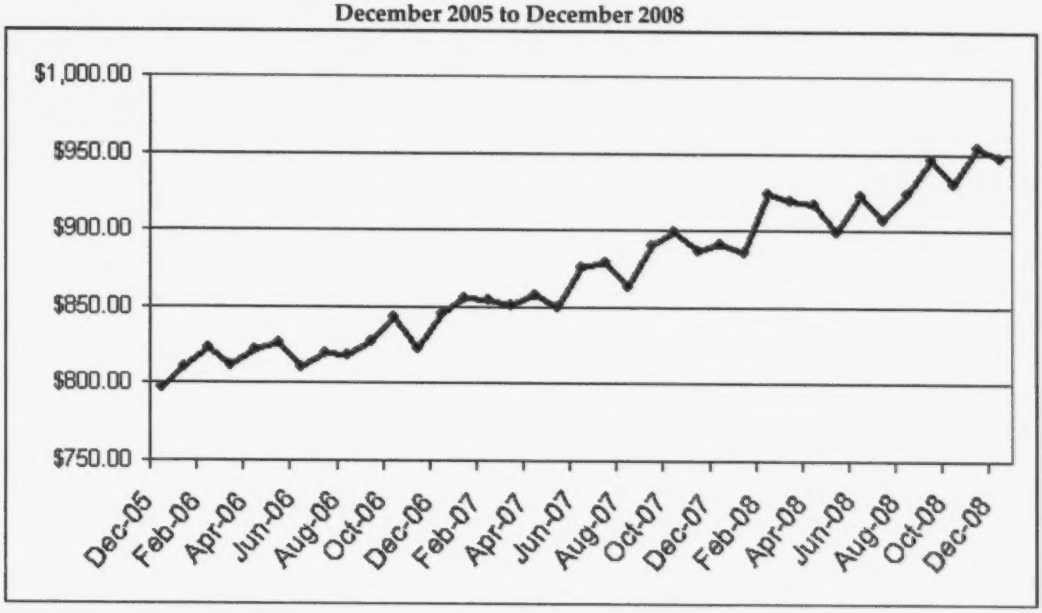
Year over Year % Change (Monthly) - (Current month CPI - Same month previous year CPI) / Same month previous year CPI x 100

Source: Statistics Canada Consumer Price Index

Average Weekly Earnings Alberta (AWEA)

Year over Year Change (Monthly in AWEA*)

December 2005 to December 2008



Monthly AWEA		
		Yr. Over Yr. % Change (Monthly)
Jan-08	$885.77	3.58
Feb-08	$924.01	8.15
Mar-08	$919.75	8.07
Apr-08	$917.31	6.93
May-08	$899.57	5.83
Jun-08	$923.07	5.49
Jul-08	$906.46	3.11
Aug-08	$923.47	6.98
Sep-08	$946.70	6.41
Oct-08	$930.75	3.54
Nov-08	$954.05	7.56
Dec-08	$947.61	6.33
Jan-09	$955.35	7.86

Yearly AWEA		
		Yr. Over Yr. % Change (Annual)
2004	$741.06	3.32
2005	$783.90	5.78
2006	$823.35	5.03
2007	$871.06	5.79
2008	$923.21	5.99

*The average weekly earnings for Alberta (based on the Statistics Canada Survey of Employment, Payrolls and Hours), unadjusted for seasonal variation, by type of employee for selected industries classified using the North American Industry Classification System (NAICS), monthly (Dollars) (281-0026).

Year over Year % Change (Annual) - (Ave. of current year AWEA - Ave. of previous year AWEA) / Ave. of previous year AWEA x 100

Year over Year % Change (Monthly) - (Current month AWEA - Same month previous year AAWE) / Same month previous year AWEA x 100

Source: Statistics Canada, table 281-0026

Union Name Listing

Asbestos Workers – International Association of Heat and Frost Insulators and Asbestos Workers
ATA – Alberta Teachers' Association
ATU – Amalgamated Transit Union
AUPE – Alberta Union of Provincial Employees
Bakery Workers – Bakery, Confectionery and Tobacco Workers International Union
Boilermakers – International Brotherhood of Boilermakers, Ironship Builders, Blacksmiths, Forgers, and Helpers
Bricklayers – International Union of Bricklayers and Allied Craftsworkers
CAAMSE – Central Alberta Association of Municipal School Employees Union
Carpenters – United Brotherhood of Carpenters and Joiners of America
CAW – Canada National Automobile, Aerospace, Transportation and General Workers Union of Canada
CEP - Communications, Energy and Paperworkers Union
CLAC – Christian Labour Association of Canada
Communications Workers – Communications Workers of North America
COPE – Canadian Office and Professional Employees Union
CSU 52 – Civic Service Union 52
CUPE – Canadian Union of Public Employees
Elevator Constructors – International Union of Elevators Constructors
GCIU – Graphics Communications International Union
Glass, Molders, Pottery, Plastics – Glass, Molders, Pottery, Plastics and Allied Workers International Union
Glass Workers – Aluminum, Brick and Glass Workers International Union
HSAA – Health Sciences Association of Alberta
IAFF – International Association of Firefighters
IATSE – International Alliance of Theatrical Stage Employees and Moving Picture Machine Operators of the United States and Canada
IBEW – International Brotherhood of Electrical Workers
Iron Workers – International Association of Bridge, Structural and Ornamental Iron Workers
IUOE – International Union of Operating Engineers
Labourers – Labourers' International Union of North America
Machinists – International Association of Machinists and Aerospace Workers
MCWA – Media and Communications Workers of Alberta
Mine Workers – United Mine Workers of America
Musicians – American Federation of Musicians of the United States and Canada
NASA – Non-Academic Staff Association
Painters – International Brotherhood of Painters and Allied Trades
Plasterers/Cement Masons – Operative Plasterers and Cement Masons International Association of the United States and Canada
Plumbers – The United Association of Journeymen and Apprentices of the Plumbing and Pipefitting Industry of the United States and Canada
PPWC – Pulp, Paper and Woodworkers of Canada
PSAC – Public Service Alliance of Canada
SEIU – Service Employees International Union
Sheet Metal Workers – Sheet Metal Workers International Association
Steelworkers – United Steel, Paper and Forestry, Rubber, Manufacturing, Energy, Allied Industrial and Service Workers International Union
Teamsters – International Brotherhood of Teamsters
TWU – Telecommunications Workers Union
UFCW – United Food and Commercial Workers
UNA – United Nurses of Alberta
UNITE HERE – Union of Needletrades, Industrial and Textile Employees and Hotel Employees and Restaurant Employees

Please note that industry associations may not appear in the above listing.